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December 30, 1992

VIA FACSIMILE AND U.S. MAIL

Mr. Jim Joy
American Civil Liberties Union
815 East 22nd Avenue
Denver, CO 80205

Dear Mr. Joy:

Enclosed is a memo I hand-delivered yesterday to Will Perkins of Colorado for Family Values.

As I indicated to Mr. Perkins in person and through the enclosed memo, this proposed clarification is based on the assumption that both sides are willing to live by the words they spoke to the voters during the Amendment Two campaign.

Please respond to this as soon as possible so attempts can be made to end this divisive controversy that is doing daily damage to the State of Colorado and its people.

Thank you very much,

J. Gregory Walta

JGW/cj

Enclosure

cc: Will Perkins, via Fax

TO: WILL PERKINS

FROM: GREG WALTA 12/29/92

RE: CLARIFICATION OF AMENDMENT TWO

During the election campaign and in the weeks following, the opponents and proponents were in disagreement over the meaning of Amendment Two, but seemed to agree on what the law should be:

1. a) The proponents say they oppose discrimination against homosexuals, but are fighting against "special rights", presumably quotas and affirmative action.

   b) The opponents say they only want protection from discrimination, not special rights, quotas or affirmative action.

2. It is my belief that both sides should be held to their spoken words during the campaign and that they should join in drafting a clarification of Amendment Two.

3. The clarifying amendment should repeal and reenact the present amendment by prohibiting discrimination based on sexual orientation, with the following exemptions and provisions:

   a) An exemption for apartments below a certain number;

   b) An exemption for businesses below a certain number of employees;

   c) An exemption for churches and religious organizations;

   d) A provision against quotas, statistical evidence and affirmative action.

4. If both sides were being honest with the voters, neither should have any problems with this proposal.

5. I invite a response proposal as soon as possible.

6. I will be sending an identical proposal to the ACLU.

* * END OF MEMO * *